

24 MAY 1977

MEMORANDUM FOR: Director of Training

STATINTL

FROM:
Course Coordinator

SUBJECT: End-of-Course Report:
Introduction to CIA No. 7 (2-13 May 1977)

1. Introduction to CIA No. 7 was conducted 2-13 May 1977 for 26 professional employees. The curriculum reflected the basic functional categories, including employee benefits and responsibilities, senior management problems, the intelligence cycle and support thereof, and the CIA's role in the Intelligence Community. A "functional" approach again proved to be an effective entry-level orientation.

Student Evaluations and Reactions

2. All of the participants agreed that the course met the two stated objectives, and they assigned an average rating of 6.2 (based on a scale of 1 [slight] to 7 [highly satisfactory]). In addition, the students' comments and reactions during the course and their end-of-course narrative evaluations indicate that their personal requirements were satisfied. A typical comment was, "Overall, the course objectives were outlined, presented and explained in a detailed analysis. I did gain a basic understanding of CIA, its organization and functions." Another student stated that, "I enjoyed the group dynamics and friends I made . . ."

Class Composition

3. The relatively small enrollment of 26 students resulted from several last-minute cancellations due to on-the-job priorities. Three Directorates were represented-- Science and Technology sent 12 students, the Intelligence Directorate enrolled 9 students, and there were 5 students from the Directorate of Administration. The lack of participation by officers from the Directorate of Operations (DDO) was compensated for by expanding the formal coverage of DDO activities.

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(2-13 May 1977)

4. Compared to past groups, this class was generally more reflective and serious. While they asked fewer questions, their queries were very well thought out and articulated. Many students, who seemed reluctant to speak out during the plenary sessions, were eager to talk one to one with guest speakers and the course chairman.

5. The group's average length of service is 13 months. Because the course is designed for new employees, the five participants who entered on duty over one year ago (representing a range of one year and four months to nine years) were carefully screened. Each of the students found the course to be a worthwhile learning experience. The participant with the longest length of service concluded that, "The entire course was extremely interesting and all of the content was useful. I felt that the usefulness of the course is not limited by length of service. Because of the current content . . . (a major strength), it is applicable to all employees regardless of length of service." Based on this reaction, consistent with the student evaluations of the previous six sessions, the time-on-duty criterion for enrollment will continue to be interpreted flexibly.

Curriculum Changes

6. Two topics were introduced into the course on a trial basis; both were well received and will be included in future runnings. First, [] Office of Geographic and Cartographic Research, discussed forecasting of Soviet wheat production as an example of interdisciplinary research. The case study seemed to aid the students' understanding of intelligence processing and analysis. Secondly, []

[] Deputy Chief of the [] discussed his office structure, intelligence collection functions, and support to various Agency components. He emphasized the approval process for paramilitary operations, and the roles of the CIA and the Department of Defense in peacetime and wartime unconventional warfare operations. The class seemed to benefit by a frank description of what paramilitary operations involve, and student concerns over whether there is an effective system of approval and oversight seemed to abate.


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Conclusion

7. Based on the very positive student evaluations and staff observations, the next running of Introduction to CIA (11-22 July 1977) will follow the same organization and content as this successful session.



Attachments:

- 1 - Course Schedule
- 2 - Class Roster
- 3 - End-of-Course Data
- 4 - Student Evaluations

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ADMINISTRATIVE - INTERNAL USE ONLY

SECRET

INTRODUCTION TO CIA

Course #7

2 through 13 May 1977

Room 902

Chamber of Commerce Building

Telephone Number:

25X1

INTELLIGENCE INSTITUTE
OFFICE OF TRAINING

Staff

25X1A

Chairman
Training Assistant

SECRET

INTRODUCTION TO CIA

Course Objectives

A member of the Introduction to CIA Course is expected to:

1. Gain a basic understanding of CIA, its organization and functions, as well as its relationship to the Intelligence Community; and
2. Acquire an understanding of the fundamentals of the intelligence process.

Monday, 2 May 1977

0900-0945 Introduction to the Course

[redacted]
Intelligence Institute,
Office of Training

25X1A

The course objectives and procedures will be discussed.

0945-1000 Class Introductions

An important element of this course is the opportunity for all participants to share past experiences. We hope that many of you will call on the friends and contacts made over the next two weeks in carrying out your future responsibilities.

1000-1015 Security Clearance Briefing

[redacted]
Security Officer,
Office of Training

25X1A

The representative of the Office of Security currently detailed to the Office of Training will briefly explain the special clearances that participants have received for the duration of this course.

1030-1200 The Missions and Functions of
the Central Intelligence Agency

[redacted]
Chief, Intelligence and
Midcareer Branch,
Intelligence Institute,
Office of Training

25X1A

The course begins with a broad overview of the intelligence process. [redacted] will survey the overt and covert means of collection, and the collation and analysis of this raw data. He will then describe the various types of production, including political, biographic, economic, military, scientific, and technical. Later in the course, these elements will be discussed in greater detail.

25X1A

1200-1300 Lunch and Optional Videotape:

"Admiral Stansfield Turner's
Swearing In Ceremony," 9 March 1977

SECRET

(Monday, continued)

1300-1400 Discussion Groups

The class will meet in small groups to share the images of the CIA that they brought into the Agency, and the questions they would like to have addressed in this course about the structure, missions, and administration of the Agency.

1415-1500 Reporting Session Class and Staff

The class will exchange information surfaced during the preceding small group meetings. The Staff will record your questions and special concerns and alert guest speakers to your particular interests.

THE AGENCY AND ITS EMPLOYEES

In this section of the course, we will focus on you as employees and discuss your responsibilities to the Agency. We will also discuss assistance and services available to you as employees. The role of training will be explored as will personnel, Equal Employment Opportunity, medical services, and security matters.

1515-1615 Training Agency Personnel

[redacted]
Chief, Intelligence
Institute, Office of
Training

25X1A

One of the major concerns of new employees is to learn what kinds of training are available to Agency officers. [redacted] will describe new training requirements and what is being done to meet them. He encourages your personal questions about specific courses.

25X1A

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Approved For Release 2002/11/04 : CIA-RDP79-01590A000100050001-0
Tuesday, 3 May 1977

0830-0930 Reading Period

This is the first of five scheduled periods for individual reading--not enough time for you to digest every article in your notebook. We have listed in the schedule the publications that would be most beneficial to you and hope that you will take the time to at least scan the remaining literature. If you need extra time, please feel free to come in early in the morning, stay after the afternoon presentations, or even to drop in during the weekend.

1. Study Guide: The Organization of CIA
(SECRET) (TAB A)
2. Progress and New Directions in Personnel
Management (ADMINISTRATIVE: INTERNAL USE
ONLY) (TAB A)
3. Study Guide: The United States Intelligence
Community (SECRET) (TAB A)
4. The National Security System (SECRET)
(ALL TAB B)
5. Study Guide: Selected Terms and Abbreviations
(CONFIDENTIAL) (TAB A)

0930-1030 Personnel Management

[REDACTED]
Personnel Officer,
Office of Training

25X1A

Personnel people serve your career needs from the time you enter on duty until your retirement. A representative of the Office of Personnel on rotation to OTR will comment on current trends in the Agency's approach to personnel management, including recent changes in the career service structure and the impact of "management by objectives" on personnel administration.

25X1A

1045-1145 Equal Employment Opportunity

[REDACTED]
~~Community Relations~~ Director,
Coordinator, Office of
Equal Employment Opportunity

During this session, our speaker will discuss CIA's program for assuring equal employment opportunity, and the progress to date toward raising the level of minority employment. In addition, the complaint system for those who feel they have been discriminated against because of race, color, religion, sex, age, or national origin, will be explained.

(Tuesday, Continued)

1145-1300 Lunch and Optional Videotape:

"Will There Be an England"

1300-1400 The Inspector General

[redacted]
Inspector, Office of
Inspector General

25X1A

The Inspector General is charged with overseeing Agency activities as directed by the DCI, investigating employee grievances and supervising audits of expended funds. The speaker will discuss the function of his expanding office in reviewing these activities in response to the recommendations of the Rockefeller Commission and in investigating employee grievances. He will describe some types of problems and situations which arise and require remedial action by top management.

1415-1515 Office of Medical Services,
Administration Directorate

[redacted]
Deputy Chief,
Clinical Division

25X1A

[redacted]
Deputy Chief,
Psychiatric Division

25X1A

[redacted]
Psychologist, Psychological
Services Staff

25X1A

In an organization such as ours, the physical and mental health of its employees is of paramount importance. Our panel will describe how the Agency's Office of Medical Services provides world-wide support to its human resources.

1530-1640 Office of Security

[redacted]
Deputy Director for
Policy and Management,
Administration
Directorate

25X1A

Our speaker will present a broad overview of the missions and functions of the Office of Security, touching on new developments and current trends in all branches of security--personnel, technical, and physical. He will examine new challenges and the changing nature of the security threat that faces the Agency today.

OS
Lecture
moved
to 4 May
1530-1630
hrs.

Wednesday, 4 May 1977

AGENCY MANAGEMENT CONCERNS

The problems confronting the Agency's senior management have changed dramatically during the last few years. Today we will focus on selected issues that have had a major impact on the CIA's methods of operation. The topics include legal problems, public image and relations with the news media, Congressional relations, and maintaining cover for CIA personnel. The Freedom of Information and Privacy Acts will be discussed during our evening session next week.

0830-0910 Film: "Admiral Stansfield Turner's Address to
Employees of the Central Intelligence Agency,"
28 March 1977

The DCI calls for objectivity in intelligence analysis, expresses his interest in legality and propriety of CIA operations, and discusses his procedural and stylistic preferences. In addition, Admiral Turner explains the Agency activities over which he intends to maintain direct control.

0915-1030 CIA in Court

[Redacted]
Office of General Counsel

25X1A

The speaker will discuss the issues and problems created by the recent investigations of the Agency and changing political attitudes about intelligence and foreign affairs. The changing legal climate as well as new legislation impacting on the Agency will also be discussed.

1045-1145 CIA and the News Media

[Redacted]
Office of the Assistant
to the Director

25X1A

The Agency's image as reflected in the press is of continuing concern. Our speaker will discuss various aspects of this problem and how the Agency deals with it.


1200-1300 Lunch and Optional Videotape:

"Admiral Stansfield Turner Interviewed on Face the Nation," 20 March 1977

(Wednesday, Continued)

1315-1415

CIA and Congress

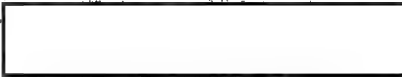

~~Deputy Legislative Counsel,~~
Office of Legislative
Counsel

25X1A

What is the current status of our Congressional relations? What are our responsibilities to the special committees that oversee the Agency? How has Congress' view of the Agency and use of the CIA changed over the past several years? What will this relationship look like in the future? Our speaker will discuss these questions and others pertinent to this timely topic.

1430-1530

Providing Cover for CIA
Personnel


Chief, Central Cover
Staff, Operations
Directorate

25X1A

What is the meaning and rationale of cover and how do we maintain cover? Our speaker will address these questions and discuss ways in which you can overcome cover problems. Present conditions and future trends for cover will also be outlined.

1530-1600

Midweek Review and Evaluation



25X1A

We will discuss any outstanding questions on the first two phases of the course--employee interests, and management problems. Also, the class' suggestions for coverage of these two areas in future offerings of the course are welcomed.

Worked
into
schedule
elsewhere

SECRET

Thursday, 5 May 1977

THE INTELLIGENCE CYCLE
COLLECTION OF INTELLIGENCE

The intelligence cycle begins with the collection of raw data. We will first explore the Operations Directorate's assigned mission of overt and covert human collection, covert action, and other special operations. We will then discuss the basic techniques and types of data derived from technical collection.

0830-0915 "The DDO Story"

[REDACTED]
Chief, Intelligence and
Midcareer Branch,
Intelligence Institute,
Office of Training

25X1A

25X1A

This will be a visual presentation on the history of espionage. It explains how today's clandestine service evolved from the Office of Strategic Services [REDACTED] Service.

~~0930-1100~~
~~1030-1200~~

Introduction to Operations

[REDACTED]
Central Staff, Office
of the Deputy Director
for Operations,
Operations Directorate

25X1A

Concepts of foreign intelligence collection and covert action will be reviewed in the perspective of changing requirements levied by the U.S. Government. Responsiveness to policy and the mechanisms for policy control will be stressed. The speaker will also review priority tasks and new targets and directions of collection.

25X1A

SECRET

SECRET

(Thursday, Continued)

1215-1330

Lunch and Optional Film:

25X1A

"The Kremlin"

1330-1430

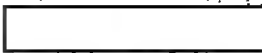
China: A Major Intelligence Target

~~East Asia Division,~~
Operations Directorate

25X1

1445-1600

The Soviet Target:
Operational Priority


Soviet and East European
Division, Operations
Directorate

25X1A

The Soviet Union, of critical importance to U.S. foreign policy makers, is a priority intelligence collection target. Our speaker will describe the work and life of the typical Soviet

25X1C

SECRET

Friday, 6 May 1977

0830-0930

Reading Period

1. Key Intelligence Questions for 1977
(SECRET, NOFORN DISSEM) (TAB C)
2. Perspectives for Intelligence 1976-1981
(SECRET, NOFORN DISSEM) (TAB C)
3. U.S. Foreign Intelligence Priorities for 1976-1980
(SECRET) (TAB D)
4. Agency Objectives for 1977 and 1978
(SECRET) (TAB C)
5. Is Espionage Necessary for our Security? Scoville
(TAB E) (Optional)

0930-1030

Covert Action in Perspective

[REDACTED]
Covert Action Staff,
Operations Directorate

25X1A

The activities related to covert action has been one of the major areas of investigation of the select committees of the House and Senate. [REDACTED] will trace developments leading to the current situation and discuss the policy approval process and the outlook for covert action in the future.

25X1A

25X1A

(Friday, Continued)

1145-1315 Lunch and Optional Film:

"Time of the Jackels" is about the terrorist kidnapping of OPEC Nations' representatives to the 1975 Conference. The film gives excellent treatment of Carlos and the psychology of terrorism.

1330-1430 Office of Technical Service

25X1A
Deputy Chief, Training
Branch, Office of Technical
Service, Science and
Technology Directorate

The Office of Technical Service primarily provides support to activities of the Operations Directorate. You will have an overview of these activities and learn about the kinds of equipment and assistance the Office supplies. Several examples of software will be exhibited.

TECHNICAL COLLECTION

1500-1600 Film: "A Point in Time"

This CIA-produced film traces the development of today's overhead reconnaissance systems.

Monday, 9 May 1977

0830-0845 Film: "A New Imagery Collection System"

This is an animated film depicting a new, near-real-time electro-optical collection system.

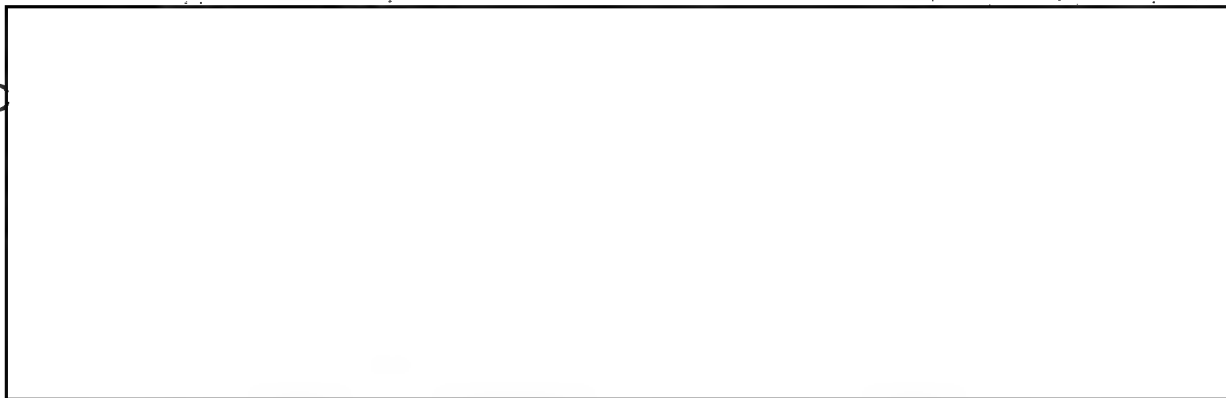
0845-1000 ELINT

[REDACTED]
Office of SIGINT
Operations, Science and
Technology Directorate

25X1A

25X1A

[REDACTED] will explain what ELINT is and how it operates to collect scientific and technical intelligence information through the intercept of foreign electromagnetic signals. The Agency's Office of SIGINT Operations, program objectives, collection operations, and contributions to intelligence will also be discussed.



1130-1230 Lunch and Optional Film: "The Blackbirds are Flying"

This 15-minute movie is an historical review of the development of the SR-71 by Lockheed's California Company at Beale Airforce Base.

1230 Bus leaves [REDACTED] Meet at rear of the Chamber of Commerce Building.

(Monday, Continued)

1300-1530

Office of Imagery Analysis

Chief, Economic Resources
Division, Office of Imagery
Analysis, Intelligence
Directorate

25X1A

The contribution to intelligence of aerial photography and other imagery will be the subject of this lecture. The speaker will explain the way in which the tasks of imagery exploitation have been allocated within the Intelligence Community and the distinct functions of the Office of Imagery Analysis (OIA) and the National Photographic Interpretation Center (NPIC). Vu-graphs will be used to demonstrate the arts of the photo interpreter and his contribution to analysis and to collection.

During the second hour of our visit, participants will divide into small groups and observe how photo interpreters analyze photographs.

1530

Bus leaves for the Chamber of Commerce Building.

Tuesday, 10 May 1977

0830-0900 Reading Period

1. The CIA Operations Center (CONFIDENTIAL) (TAB D)
2. Guidelines for National Intelligence Production, 4 June 1976 (CONFIDENTIAL, NOFORN DISSEM) (TAB D)
3. Views on Emerging Areas of Science and Technology Potentially Important to National Security, December 1975, STIC 75-4 CONFIDENTIAL) (TAB D)

0900-0930 Mid-Course Review and Evaluation Class and Staff

The staff is interested in your views regarding the first six days--what segments were most useful to you, and what are your recommendations for improvement?

0945-1045 Requirements and Evaluation:
From Collection to Production

Executive Officer,
Requirements and
Evaluation Staff,
Office of Comptroller

25X1A

25X1A

will review the three major categories of intelligence collection, pointing out the merits and disadvantages of each. He will then explain the process of levying collection requirements and of evaluating the usefulness of what is collected.

PROCESSING AND PRODUCTION OF INTELLIGENCE

The final step in the intelligence cycle is the production of finished intelligence. We will also discuss the processing of information throughout the Agency. During this portion of the course, we consider five types of finished intelligence: current, research, biographic, economic, and strategic weapons. Also, the increasing importance of interdisciplinary analysis will be demonstrated through the presentation of a case study.

(Tuesday, Continued)

1100-1200 Economic Research

[redacted]
Special Assistant,
Office of Economic
Research, Intelligence
Directorate

25X1A

Our speaker will describe how the policy makers' interest in economic intelligence has shifted and how the Office of Economic Research has met the new and increasing demands for analysis of economic developments abroad. He will describe his Office's direct support to senior Government officials, as well as changes in the requirements for the collection of economic data.

1200-1300 Lunch and Optional Videotape: "The Weather Machine, Part I"

This 1974 production by the Public Broadcasting Service examines weather phenomena, such as hurricanes, thunderstorms, cloud formations, tornados, and the impact of ocean currents and tides on climate. It also reviews ongoing research programs, including a Greenland laboratory study of ice as an indicator of historical weather changes.

1300-1400 Interdisciplinary Analysis:
A Case Study

[redacted]
Office of Geographic and
Cartographic Research,
Intelligence Directorate

25X1A

25X1A

[redacted] code name for the ongoing study of wheat production in the Soviet Union, is an excellent example of the benefits that can be derived from interdisciplinary analysis and interoffice coordination and cooperation. Our speaker, who played an active role in the development of this project, will explain its objectives and how they are being satisfied.

EVENING SESSION WITH HUSBANDS OR WIVES

1700-1900 The Freedom of Information
and Privacy Acts

[redacted]
Chief, Information and
Privacy Staff,
Administration Directorate

25X1A

The Freedom of Information Act and the more recent Privacy Act have already had considerable impact on the working methods and procedures of Government agencies including CIA. Our speaker will examine the purposes and requirements of the Acts and will explore some of the problems they raise for management and personnel in the future.

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Wednesday, 11 May 1977

HEADQUARTERS, Room 1E-78

0900-1000

Weapons Intelligence

[redacted]
Office of Weapons
Intelligence, Intelligence
Directorate

25X1A

The importance of scientific and technical analysis will be illustrated by a close look at the work performed in the Office of Weapons Intelligence (OWI). Our speaker will focus on how raw data on the weapons systems of the USSR and the PRC are interpreted and analyzed. As a producer of finished intelligence, OWI's relationships with other producing components in CIA and in the Intelligence Community will be described.

1015-1200

Office of Central Reference:
Lecture and Tour

[redacted]
Deputy Director, Office
of Central Reference,
Intelligence Directorate

25X1A

The Office of Central Reference (OCR) has a dual function: it is a principal source of support to collectors and analysts, and it also produces finished biographic intelligence. In outlining the Office's interesting and varied functions [redacted] explains ways that OCR can be of service to you. In addition, we will divide into two groups and tour the CIA Library, the Document Library, and the Terminal Access Point (TAP) Room.

25X1A

1200-1300

Lunch

Room 1E-74

1300-1400

Office of Regional and
Political Analysis

John McLaughlin
Europe Division,
Office of Regional
and Political Analysis

Recently, the Office of Regional and Political Research (ORPA) was formed out of the former Offices of Current Intelligence (OCI) and of Political Research (OPR). The new organization continues to make structural adjustments and to look for more efficient and effective means of communicating intelligence analysis to consumers. Our speaker will outline ORPA's lines of command, and describe the Office's publications. From his perspective as an intelligence analyst, Mr. McLaughlin will offer his views regarding ORPA's future role in current, mid-term, and long-range political analysis.

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SECRET

(Wednesday, Continued)

1430-1600

CIA Operations Center

CIA Operations Center

25X1A

The Agency's 24-hour control center alerts Agency officials to critical events and is CIA's after-hours contact point to the Intelligence Community and the White House. After a discussion of the Center's functions and operations, the class will divide into small groups for a tour of the Center.

SECRET

Thursday, 12 May 1977

0830-0915 Reading Period

1. Text of Lecture on Evaluating the Intelligence Successes and Failures, [] April 1976 (SECRET) (TAB D)
2. CIA Intelligence Support for Foreign and National Security Policy Making. Center for the Study of Intelligence, January 1976 (SECRET) (TAB D) (Optional)

25X1A

0930-1100 Intelligence Research

[]
Office of Strategic
Research, Intelligence
Directorate

25X1A

25X1A

[] will describe the environment of the research process and discuss the dynamics of resolving various intelligence problems. He will also discuss the character of the research as it evolves throughout the development of a program. Examples will be drawn from case studies.

SUPPORT TO INTELLIGENCE

Intelligence collection, processing, and production require a variety of support mechanisms. During the next day, you will hear about some of these activities.

25X1A

1115-1215 Computer Support to Agency Activities

[]
~~To Be Announced~~
EXD, Office of Data Processing,
Administration Directorate

The computer has far-reaching applications as an information processor, as an analytical tool, and as an aid to managers and management. You will be acquainted with current and projected uses of computer systems in the Agency and with the role of the Office of Data Processing.

1215-1330 Lunch and Optional Film: *Part II: Weather Machine* "Printing for Intelligence"

This inside look at CIA's own printing facility shows the process of turning raw copy into finished publications.

SECRET

(Thursday, Continued)

1330-1430

Logistical Support to CIA
Activities

[Redacted]
Executive Officer,
Office of Logistics,
Administration Directorate

25X1A

The speaker will address the Office of Logistics' role in support of Agency operational activities with emphasis on specific recent projects. Additionally, the changing image of Logistics will be discussed with respect to current trends such as the decline of overseas positions, increased automation, and the increasing impact of other Federal regulatory agencies.

1445-1545

The Agency's Communications

[Redacted]
Acting Director of Communications,
Administration Directorate

25X1A

Communications are a vital link in all activities of the Agency, both at Headquarters and overseas. Our speaker will describe the various forms of communications handled by his office, the types of equipment employed, and the outlook for the future in terms of advancing technology.

Friday, 13 May 1977

THE INTELLIGENCE COMMUNITY

Now that you have an appreciation for the issues and problems which face CIA today, and an understanding of the Agency's missions and functions, we will explore CIA's role in the Intelligence Community.

0830-0930 Reading Period

1. Guiding Principles of the Intelligence Community, 13 May 1976 (TAB A)
2. National Intelligence Office Listings (SECRET) (TAB D)
3. President's Foreign Intelligence Advisory Board (TAB A)
4. Goals and Objectives of the Director of Central Intelligence for Fiscal Year 1977 (TOP SECRET, NOFORN DISSEM) (TAB D)
5. List and Summary of National Security Council Intelligence Directives (SECRET) (TAB A)

0930-1030 The National Intelligence Officer

[Redacted]
Executive Assistant for
National Intelligence

25X1A

The National Intelligence Officers (NIOs), charged with responsibility for specific geographic or functional areas, are one of the tools used by the Director to coordinate the work of the Intelligence Community. Our speaker will explain how an NIO works as a personal representative of the DCI to establish informal contacts across Agency and departmental lines and to provide coordinated responses to the requirements of policy makers. She will also speculate on the future of the NIO system.

1045-1215 The Intelligence Community

[Redacted]
Executive Staff,
Intelligence Community Staff

25X1A

This presentation of the Intelligence Community will focus on the different members of the Community and their interaction and cooperation. Our speaker will also discuss how the Intelligence Community is managed and the responsibilities of the Director of Central Intelligence.

SECRET

(Friday, Continued)

1215-1330 Lunch and Optional Videotape: ~~"The Weather Machine, Part II"~~

1330-1430 Written Evaluations and Final Administrative Matters

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END-OF-COURSE DATA

DATE OF REPORT

24 MAY 1977**COURSE:** Introduction to CIA #7

(TITLE & NUMBER)

RUNNINGS PER YEAR: 7**STUDENT ENROLLMENT**

ENROLLMENT CAPACITY	BEGINNING ENROLLMENT	UTILIZATION* (PER CENT)	NO. COMPLETING COURSE
36	26	72.2%	26

CLASS COMPOSITION

ORGANIZATION	DD/A	DD/I	DD/O	DD/ S & T	DCI	OTHER				TOTAL
NO. OF STUDENTS	5	9	0	12	0					26

	GRADE	YRS IN AGC'Y	TIME IN JOB	AGE
RANGE	GS05-GS13	1 month- 126 months	Unknown	24 years- 42 years
AVERAGE	GS-09.5	13 months	Unknown	31 years

*BEGINNING ENROLLMENT

= UTILIZATION

ENROLLMENT CAPACITY

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